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ABSTRACT

The Washington State Council for Postsecondary Education reviews current faculty salaries within the context of the Council's policy recommendations in the 1975-77 biennium and in terms of comparisons with various measures of competition. Recommendations are made to the state legislature to provide funds to increase faculty and other exempt salaries from 5.4 to 13.9 percent in the 1977-78 academic year, with additional increases provided for the 1978-79 academic year based on anticipated increases in the cost of living. The legislature is also advised to review the variation in average salary levels between the two universities and among the four state colleges, and consider steps to reduce or eliminate differences if they cannot be supported by faculty composition and/or other relevant factors. The recommendations are supported by information regarding the cost of living; salary adjustment criteria; faculty purchasing power; and the question of competitiveness using a variety of comparisons. (JMF)

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Council for Postsecondary Education
State of Washington

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Report No. 77-17

RECOMMENDATION FOR

FACULTY SALARIES

IN

WASHINGTON PUBLIC HIGHER EDUCATION

1977-79

U.S. DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

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RECOMMENDATIONS FOR

FACULTY SALARIES

IN

WASHINGTON PUBLIC HIGHER EDUCATION

1977-79

Council for Postsecondary Education

March 1977

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TABLE OF CONTENTS

	Page
RECOMMENDATIONS	1
FINDINGS	2
Cost of Living	2
Competition and Comparisons	2
SALARY ADJUSTMENT CRITERIA	4
FACULTY PURCHASING POWER - THE EQUITY CONSIDERATION	8
COMPARISONS - THE QUESTION OF COMPETITIVENESS	10
The Seven Comparison States	11
The Comparison Prepared Under SR 1976-209	12
The Question of Salary Differences	21
Other Comparisons	24

LIST OF TABLES

Table		Page
I.	Average Faculty Salaries, 1973-74 and 1976-77 and Recommended 1977-78 Increases	5
II.	Average Faculty Salaries, Nine Months Basis 1967-68 to 1976-77	6
III.	Consumer Price Index, Fiscal Years 1968-1978	9
IV.	Research and Doctoral Granting Universities, Average Salary and Fringe Benefits of 9-10 Month Instructional Faculty, 1976-77 (Ranked by Average Salary)	15
V.	Comprehensive Colleges and Universities, Average Salary and Fringe Benefits of 9-10 Month Instructional Faculty, 1976-77 (Ranked by Average Salary)	16
VI.	1976-77 Average Salary and Compensation of 9-10 Month Instructional Faculty at Community Colleges (Ranked by Average Salary)	17
VII.	1976-77 Average Salary of 9-10 Month Instructional Faculty at Community Colleges (Ranked by State Averages)	20
VIII.	Ranking of States with Institutions Reporting Data to AAUP 1975-76, Public Universities (Category I)	26
IX.	Ranking of States with Institutions Reporting Data to AAUP 1975-76, Public Four-Year Colleges (Category IIA)	26
X.	1975-76 Ranking of Universities by Average Compensation	27
XI.	Comparison of Nine Months Faculty Salaries by Rank, National Data and Institutions in Seven Comparison States, 1970-71 through 1975-76 -Universities-	32
XII.	Comparison of Nine Month Faculty Salaries by Rank, National Data and Institutions in Seven Comparison States, 1970-71 through 1975-76 -State Colleges-	33

LIST OF CHARTS

Chart		Page
I.	Weighted Average Salaries, Washington Colleges and Universities and Seven Comparison States 1967-68 to 1976-77	13
II.	Percentage of Faculty at Professor and Associate Professor Ranks, Washington Institutions and Seven Comparison States 1970-71 to 1976-77 -Universities-	23
III.	Percentage of Faculty at Professor and Associate Professor Ranks, Washington Institutions and Seven Comparison States 1970-71 to 1976-77 -State Colleges-	23
IV.	Comparison of Weighted Faculty Salary Averages National Data and Institutions in Seven Comparison States 1970-71 through 1975-76	30
V.	Weighted Faculty Salary Averages Percentage Differences Between National Data and Institutions in Seven Comparison States 1970-71 through 1975-76	31

RECOMMENDATIONS FOR

FACULTY SALARIES IN WASHINGTON PUBLIC HIGHER EDUCATION

For the past several years, the Council for Postsecondary Education has reviewed the condition of faculty salaries in the state's community colleges, state colleges and universities. This report reviews current faculty salaries within the context of the Council's policy recommendations in the 1975-77 biennium and in terms of comparisons with various measures of competition.

In December 1974, the Council recommended that substantial increases be made in the level of faculty salaries. The recommendations were based on regaining salary levels existing in 1973-74 in terms of constant dollars. In other words, amounts needed to regain lost purchasing power in a period of "double-digit" inflation.

The legislature's response to faculty salary needs was positive. In March 1975, the legislature increased salaries by 12 percent (including incremental and general increases previously awarded by institutions in fiscal 1975). In the 1976 special session, a 5 percent increase was provided. The Council supports the positive response of the legislature in this area since the 1975-77 increases have substantially narrowed the gap in both faculty purchasing power and in regard to comparisons with other states and institutions.

The Council recommends that the legislature provide funds to increase faculty and other exempt salaries by from 5.4 to 13.9 percent in the 1977-78 academic year as set forth in detail in Table I of this report, and that a further increase be provided for the 1978-79 academic year based on anticipated increases in the cost of living (currently estimated at 5.7 percent).

As a second priority, the legislature should review the variation in average salary levels between the two universities and among the four state colleges, and consider steps to reduce or eliminate differences if they cannot be supported by faculty composition and/or other relevant factors.

FINDINGS

Cost of Living

(1) The consumer price index reached 172.6 in September 1976, 5.5 percent above the same month in 1975. On a fiscal year basis, the 1975-76 year cost of living was 7.1 percent higher than 1974-75. This increase is seven-tenths of 1 percent below our estimate of a year ago.

(2) Based on estimates of the Department of Revenue, the cost of living will continue to increase although at a slower rate. The estimated percentage increase from 1976 to 1977 is 5.4 percent and from 1977 to 1978 is 5.7 percent.

(3) The experienced increase in inflation has eliminated any real salary increases for the average faculty member in most institutions. In many cases, there have been substantial decreases in salary, in terms of constant dollars. Faculty productivity, when measured by credit hour loads, has increased however.

Competition and Comparisons

(1) While there has been an improvement in Washington faculty salaries relative to those in other states and institutions, the various comparisons of weighted faculty salaries and compensation indicate that Washington institutions are below the average. The four-year institutions lag behind the estimated weighted average of the traditional seven comparison state group by an average of 8.1 percent. In terms of the final results of the surveys conducted by the Council under Senate Resolution 1976-209, the average position of the four-year schools is 6.1 percent behind while community colleges lag by 8.1 percent.

(2) Both major comparison bases relate closely to the experience for the

nation as a whole when salaries are weighted by the rank mix* of Washington institutions. In 1975-76, the seven state university sample was 4.1 percent above national figures while the college was .5 percent higher than the national average. Different assumptions were employed in the 1976-77 Council survey and the seven states survey. These differences resulted in a much broader faculty representation as well as a different institutional mix being included in the Council survey. The relationship of the "all ranks" average salaries of the two survey groups was a composite difference of approximately 3.0 percent. In the university category, the Council survey average was $573 lower or 2.66 percent below the seven states survey. In the state college category, the average of the Council survey was $605 lower or 3.26 percent below the seven states survey.

(3) Washington universities continue to rank in the middle one-third of all universities, both public and private. The 1975-76 rank is: University of Washington, 45th; and Washington State University, 93rd.

(4) Measuring the amount expended per state for salaries and fringe benefits per faculty member indicates that Washington is close to the national average and ranks relatively high on a state-by-state basis. In 1975-76, Washington ranked ninth for universities and tenth for state colleges. While data are not currently available for community colleges, it is likely that the state retained its previous position of seventh or eighth. Since the highest ranked states are nearly all large, the Washington positions are close to the national

*The number of faculty in each rank, e.g., Associate Professor.

averages in spite of the apparently high ranking.

(5) One of the major factors in the difference between comparisons of state averages and those of salary comparison groups is that the latter are adjusted to reflect the rank mix of faculty in Washington institutions. In the past several years, the proportion of faculty at the rank of professor and associate professor in the three older state colleges has increased due to reductions in force and promotions, and is now substantially different than the seven state survey. This fact needs to be taken into account in comparisons involving The Evergreen State College and in addressing the question of equity among institutions.

SALARY ADJUSTMENT CRITERIA

As noted in previous reports, there are two primary criteria to be considered in evaluating the amount of salary adjustments to be provided to employees. These are competitiveness and equity. From the standpoint of competitiveness, an attempt should be made to provide sufficient salaries to retain existing staff and fill vacant positions with individuals who are well qualified. In order to be fair and equitable, salary adjustments should be sufficient to allow employees to purchase at least the same amount of goods and services as they did in the past.

Although it might be desirable, there is no agreed upon way to determine the absolute level of salaries by taking into account preparation, experience, value to society, security, non-monetary benefits, minimum needs, etc. This analysis therefore deals with the relative criteria of competitiveness and equity to employees as they relate to faculty in Washington public institutions of higher education.

In 1975-77, the Council's policy recommendation stressed the equity consideration, outlining percentage increases needed to maintain the same

relationship between faculty salaries and cost of living increases since 1973-74. That year was selected because of the thorough review given this subject by the legislature when they authorized the first substantial increases in salaries since the 1969-71 biennium. Although other years could have been selected, the Council felt that the complete review indicated that the legislature was fully aware of the facts concerning both inflation and comparisons in taking action regarding faculty salaries. The primary recommendation of this report reflects a continuation of the Council's 1975-77 position on this subject. Table I below outlines the recommendation for 1977-78. An average additional adjustment of 5.1 percent is recommended for 1978-79.

The Council is also aware that the action of the 1973 legislature allowed the continuation of average salary differences between the two universities and among the four state colleges. Although the Council feels that highest priority should be given to a return to the "real" dollar level of 1973-74, it suggests that the legislature consider steps to reduce or eliminate variations which cannot be substantiated by differences in faculty composition and other relevant factors.

TABLE I
AVERAGE FACULTY SALARIES 1973-74
AND 1976-77 AND RECOMMENDED 1977-78 INCREASES

	Average Salary 1973-74	Average Salary 1976-77	1977-78 Objective*	% Increase Recommended
UW	$ 17,140	$ 19,945	$ 22,710	13.9%
WSU	$ 16,002	$ 18,987	$ 21,202	11.7%
CWSC	$ 14,592	$ 18,345	$ 19,334	5.4%
EWSC	$ 14,545	$ 17,470	$ 19,272	10.3%
TESC	$ 15,365	$ 18,737	$ 20,358	8.7%
WWSC	$ 14,341	$ 17,278	$ 19,001	10.0%
CC's	$ 13,969	$ 16,322**	$ 18,509	13.4%

*Average salary needed to maintain 1973-74 purchasing power based on actual and projected increases in Consumer Price Index.
**Estimate by State Board for Community College Education.

TABLE II

AVERAGE FACULTY SALARIES -- NINE MONTHS BASIS
1967-68 to 1976-77

	1967-68 Average Salary	1968-69 Average Salary	Increase Over 1967-68	1969-70 Average Salary	Increase Over 1968-69	1970-71 Average Salary	Increase Over 1969-70	1971-72 Average Salary
University of Washington	$12,719	$13,330	4.8%	$14,146	6.1%	$14,709	4.0%	$14,768
Percent below seven states	(4.1%)	(5.8%)		(5.6%)		(9.0%)		(9.0%
Increase over 1967-68		4.8%		11.2%		15.6%		16.1%
Washington State University	$11,992	$12,660	5.6%	$13,505	6.7%	$13,917	3.1%	$13,859
Percent below seven states	(3.5%)	(5.0%)		(5.4%)		(5.5%)		(9.5%)
Increase over 1967-68		5.6%		12.6%		16.0%		15.6%
Central WA State College	$10,166	$11,071	8.9%	$11,908	8.4%	$12,570	4.8%	$12,689
Percent below seven states	(7.1%)	(5.5%)		(5.3%)		(5.5%)		(7.7%)
Increase over 1967-68		8.9%		17.1%		23.6%		24.8%
Eastern WA State College	$10,631	$11,236	5.7%	$11,654	3.7%	$12,469	7.0%	$12,587
Percent below seven states	(.1%)	(2.3%)		(5.4%)		(4.0%)		(7.2%)
Increase over 1967-68		5.7%		9.6%		17.3%		18.4%
The Evergreen State College	--	--		--		--		$13,168
Percent below seven states								(.5%)
Western WA State College	$10,412	$11,248	8.0%	$12,389	10.1%	$12,877	4.0%	$12,582
Percent below seven states	(6.9%)	(8.1%)		(5.5%)		(6.8%)		(10.3%)
Increase over 1967-68		8.1%		19.0%		23.7%		20.8%
Community Colleges	$ 9,516	$10,491	10.25%	$11,355	8.2%	$12,153	7.0%	$12,330
Increase over 1967-68		10.25%		19.5%		27.7%		29.6%
Low District	$ 8,123-#20	$ 9,175-#20		$ 9,806-#18		$11,045-#20		$11,115-#20
High District	$10,355-#22	$12,038-#5		$12,513-#22		$13,253-#22		$13,367-#22
Secondary Teachers	$ 8,198	$ 8,799	7.3%	$ 9,611	9.2%	$10,292	7.1%	$10,565
Increase over 1967-68		7.3%		17.2%		25.5%		28.9%
Consumer Price Index X 10	$10,190	$10,680	4.8%	$11,310	5.9%	$11,900	5.2%	$12,330
Increase over 1967-68		4.8%		11.0%		16.8%		21.0%

*Estimated as salary negotiations unresolved in two community college districts.

**Estimated.

Sources: Office of State College and University Presidents; State Board for Community College Education; Superintendent of Public Instruction; and the Department of Revenue.

13

TABLE II
(Continued)

AVERAGE FACULTY SALARIES -- NINE MONTHS BASIS
1967-68 to 1976-77
(Continued)

Increase Over 1970-71	1972-73 Average Salary	Increase Over 1971-72	1973-74 Average Salary	Increase Over 1972-73	1974-75 Average Salary	Increase Over 1973-74	1975-76 Average Salary	Increase Over 1974-75	1976-77 Average Salary	Increase Over 1975-76
.4%	$15,235 (12.4%) 19.8%	3.2%	$17,140 (4.5%) 34.8%	12.5%	$17,150 (11.2%) 34.8%	.1%	$19,067 (7.9%) 49.9%	11.2%	$19,945 (6.9%) 56.8%	4.6%
.4%	$14,332 (14.0%) 19.5%	3.4%	$16,002 (7.3%) 33.4%	11.7%	$16,021 (14.7%) 33.6%	.1%	$18,015 (11.4%) 50.2%	12.4%	$18,987 (10.3%) 58.3%	5.4%
1.0%	$12,996 (13.6%) 27.8%	2.4%	$14,592 (7.5%) 43.5%	12.3%	$15,507 (10.1%) 52.5%	6.3%	$17,452 (5.1%) 71.7%	13.1%	$18,345 (4.6%) 80.5%	5.1%
.9%	$13,051 (13.6%) 22.8%	3.7%	$14,545 (9.0%) 36.8%	11.5%	$14,931 (13.4%) 40.4%	2.6%	$16,647 (10.6%) 56.6%	11.5%	$17,470 (10.2%) 64.3%	4.9%
	$13,642 (7.0%)	3.6%	$15,365 (2.2%)	12.6%	$15,764 (4.7%)	2.6%	$17,772 (.7%)	12.7%	$18,737 1.1%	5.4%
-2.3%	$13,000 (14.9%) 24.9%	3.3%	$14,341 (10.0%) 37.7%	10.3%	$14,521 (17.5%) 39.5%	1.3%	$16,319 (13.3%) 56.7%	12.4%	$17,278 (12.9%) 65.9%	5.9%
1.5%	$12,891 35.5%	4.5%	$13,969 46.8%	8.4%	$14,150 48.7%	2.4%	$15,326 61.1%	8.3%	$16,154* 69.8%	5.4%
	$11,705-#20 $14,154-#22		$12,489-#20 $15,592-#22		$12,263-#20 $15,889-#22		$12,906-#20 $17,377-#22		$13,058-#21 $18,256-#22	
2.6%	$11,181 36.4%	5.8%	$11,962 45.9%	7.0%	$12,641 54.2%	5.7%	$14,068 71.6%	11.3%	$15,334** 87.0%	9.0%
3.6%	$12,820 25.8%	4.0%	$13,970 37.2%	9.0%	$15,520 52.3%	11.1%	$16,620 63.1%	7.1%	$17,510** 71.8%	5.4%

FACULTY PURCHASING POWER - THE EQUITY CONSIDERATION

Table II on the preceding pages provides an overview of faculty salaries and related measures since 1967-68 including the effect of cost of living increases. Although accumulative salary increases total over fifty-five percent, in nearly all cases the amoun[illegible] have not kept pace with inflation.

The fact that inflation increased rapidly in recent years is not a new story. Table III, on the facing page, illustrates the past and forecasted future increases in the consumer price index. The effect that inflation has had on the purchasing power of Washington faculty has been to eliminate supposed gains, and in all but one case has resulted in salary reductions in terms of constant dollars. The comparisons below use 1967-68 as the base year for salaries since that year is used as the base for the consumer price index (CPI). If other years are used, the relative magnitude of the figures change but the problem is still the same -- few real gains and in most cases, losses in real salaries.

	1967-68 Average Salaries	1976-77 Salaries (1967-68 Dollars)	Loss/Gain In Constant Dollars
University of Washington	$12,719	$11,607	($1,112)
Washington State University	$11,992	$11,050	($ 942)
Central WA State College	$10,166	$10,676	$ 510
Eastern WA State College	$10,631	$10,167	($ 464)
Western WA State College	$10,412	$10,055	($ 357)
Community Colleges	$ 9,516	$ 9,499*	($ 17)
Secondary Teachers	$ 8,198	$ 8,924*	$ 726

*Estimated.

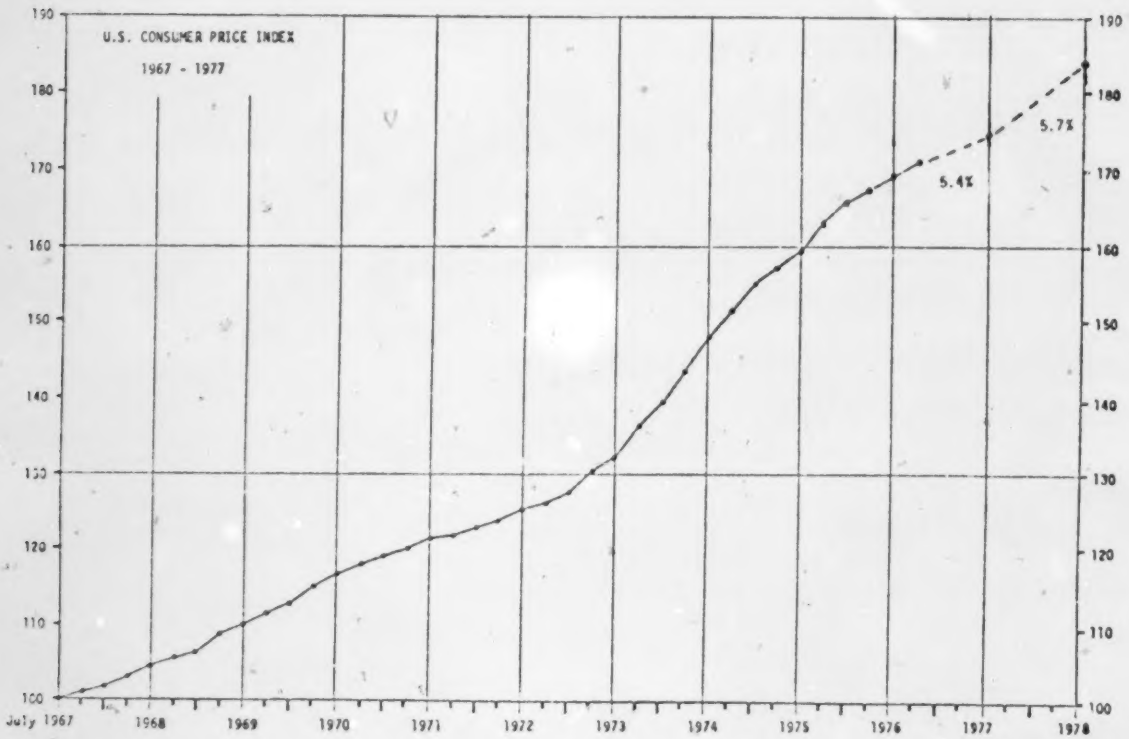
Faculty productivity, on the other hand, has increased since 1967-68. Increases in the number of students per faculty member has resulted in an increase in student credit hour productivity of approximately 20 percent.

TABLE III

CONSUMER PRICE INDEX
FISCAL YEARS 1968-1978

Fiscal Year	Index	Percent Change
1968	101.9	-
1969	106.8	4.8
1970	113.1	5.9
1971	119.0	5.2
1972	123.3	3.6
1973	128.2	4.0
1974	139.7	9.0
1975	155.2	11.1
1976	166.2	7.1
Estimated		
1977	175.1	5.4
1978	185.1	5.7
1979	194.5	5.1

Sources: Actual: U.S. Department of Labor, Estimates: "Economic Forecast for the State of Washington", January, 1977. Department of Revenue.



COMPARISONS - THE QUESTION OF COMPETITIVENESS

Comparisons within an industry or among groups of employees in related fields are commonly used in estimating salary requirements. The four-year colleges and universities have used institutions in seven states as a consistent comparison group. The states are California, Oregon, Minnesota, Wisconsin, Illinois, Indiana and Michigan.

In 1976, the Council was directed by the Senate* to develop an institutional based salary comparison designed to determine prevailing rates in public institutions "deemed to be comparable to Washington institutions..." Institutions included within this survey are indicated on Tables IV, V and VI. Comparisons may also be made with the national survey conducted by the American Association of University Professors (AAUP). Data from this survey are as of fall of the preceding year.

Comparing salaries or compensation among institutions or states is complex and often confusing. Institutions included in one survey may be excluded from another due to a different system of categories or by applying different criteria. Groups of faculty may be excluded in one survey and included in another depending on definitions resulting in different averages for Washington institutions. Consistency of reporting may vary from year to year. Full-time faculty may be used in one survey and "full-time equivalents" in another.

Even within the same survey, data may be treated differently and produce different results. If one were to compare the salaries paid at one institution to all personnel in the survey, the overall average of all respondents would be used. If, on the other hand, one wished to compare

*Senate Resolution 1976-209.

the salaries of professors to professors, associate professors to other associate professors, etc., and derive a composite average, it is necessary to weight the results by the number of faculty in each rank in the Washington school. The latter approach is the one which has consistently been used in this state. In considering the comparisons in the following sections, it is important to keep the above factors in mind.

The Seven Comparison States

This survey group includes the major university (in the case of California, the university system) and 21 selected state universities or colleges in the states of California, Oregon, Minnesota, Wisconsin, Illinois, Indiana and Michigan. Comparisons using these states have been in effect for all four-year schools since 1962. The survey group is heavily weighted by the state of California which comprises forty percent of the university comparison and thirty-eight percent of the college survey.

A 1972 Council study* compared the weighted average of the seven state group to the weighted national average as reported by the American Association of University Professors (AAUP), and found that the seven state group is "reasonably reflective of the nation as a whole". That comparison has been updated through 1975-76 and is shown below. A plus indicates that the seven state group is above the national average.

Percentage Difference Between Seven State and National Data

	1970-71	1971-72	1972-73	1973-74	1974-75	1975-76
Universities	+1.7%	+0.8%	+4.0%	+3.0%	+3.2%	+4.1%
State Colleges	+0.2%	-1.1%	-0.2%	-1.3%	-0.8%	+0.5%

*The Seven Comparison States, Their Selection, Use and Applicability for Higher Education Comparisons, December, 1972.

As Chart I illustrates, salaries at Washington colleges and universities are now 8.1 percent behind the weighted average of the seven state group based on preliminary survey results.

Table II indicates the relative position of the four-year institutions to the seven state institutions since 1967-68. In view of the consistency of the information over an extended time period, the salary information for the colleges and universities used in both Tables I and II reflects the definitions of the seven state survey. The community college system has not used the seven state group for comparison purposes.

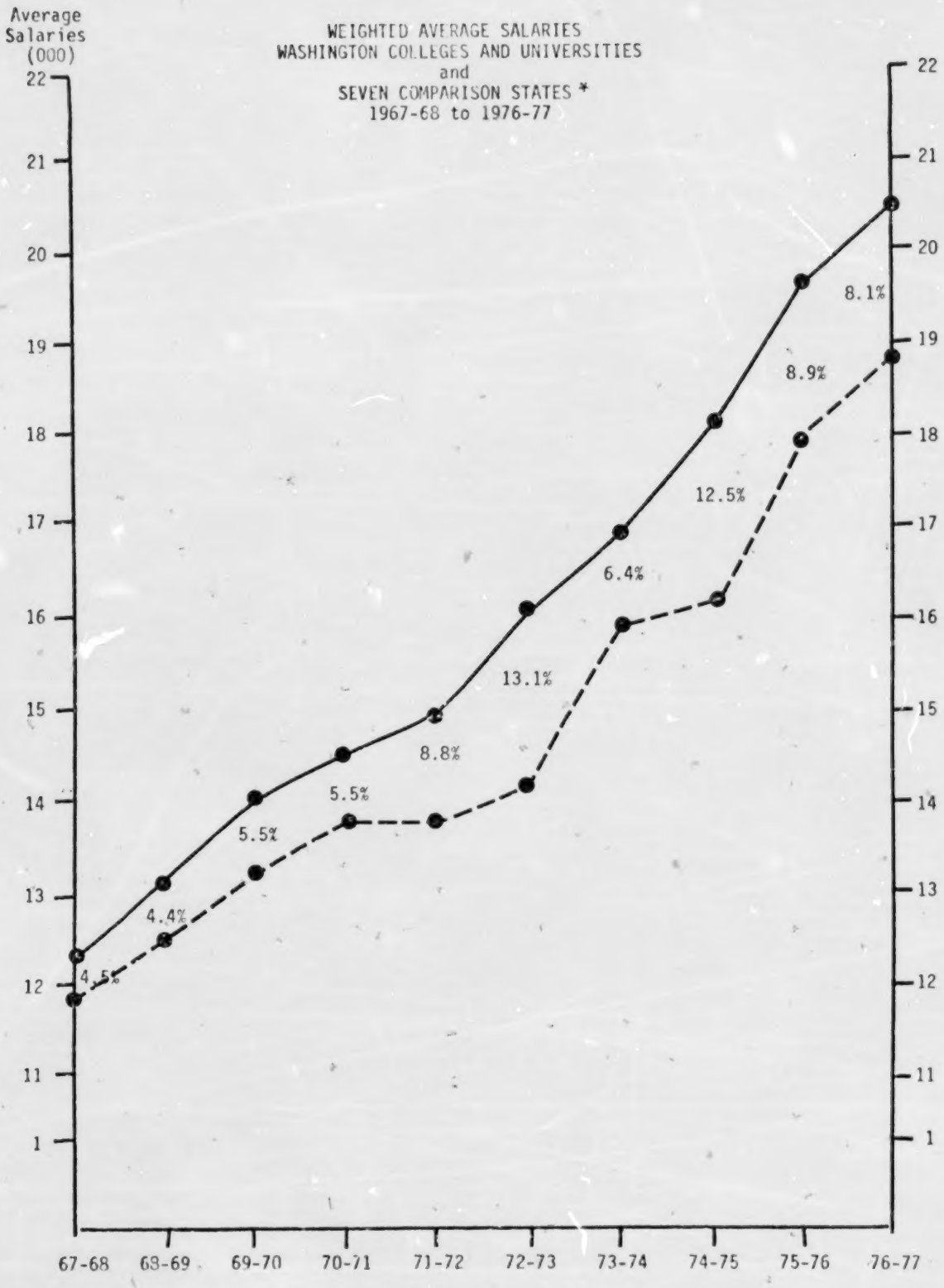
Although the seven state approach has the virtue of consistency and is a current and close approximation of national averages for each academic rank, it has certain deficiencies. It is heavily influenced by the salary policy and decisions of the state of California. In addition, its definitions vary in certain respects from those used at the national level which has the potential for causing some confusion in comparisons.

Although the survey findings have not been used by the legislature as the basis for salary policy since 1969, the Council has recognized the value of its historical comparisons and has recommended that it be used as one of the comparison criteria in determining appropriate salary funding.

The Comparison Prepared Under SR 1976-209

At its November 1976 meeting, the Council adopted the procedures, process and composition of faculty salary and fringe benefit surveys conducted pursuant to a request of the Senate. A final report has been transmitted to the Senate. Since all aspects of the surveys are discussed in that report, the details will not be repeated in this document.

CHART I



*1976-77 partial and preliminary seven state data.

The university survey consisted of twenty-eight research and doctoral granting institutions from twenty-two states. All of the seven comparison state institutions were included (with the exception of some of the University of California branches). The state college survey comprised twenty-seven non-doctoral comprehensive colleges and universities from fourteen states. Five of the seven comparison states were represented.

In the case of the community colleges, 131 institutions or districts supplied salary and fringe benefit data. Twenty-five states were represented in the survey.

The final results and their relationship to Washington institutions are contained in Tables IV, V, VI and VII.

It should be noted that the average salaries of Washington colleges and universities are different from those shown on Table II due to differences in the definition of faculty to be included in the survey. It is possible, however, to compare the relative positions of Washington institutions to both the Council survey and the seven state survey using the weighted salary procedure. The results are as follows:

	Council Survey (SR 1976-209)	Seven State Survey
University of Washington	- 4.6%	- 6.9%
Washington State University	- 9.1%	-10.3%
Central Washington State College	- 2.3%	- 4.6%
Eastern Washington State College	- 8.0%	-10.2%
Western Washington State College	-11.3%	-12.9%
Evergreen (three college weight)	- 1.1%	- 3.1%
Evergreen (unweighted)	+ 4.5%	+ 1.1%
Overall Average	- 6.1%	- 8.1%

The two possible approaches to comparisons for The Evergreen State College will be discussed later in the report.

TABLE IV

RESEARCH AND DOCTORAL GRANTING UNIVERSITIES
AVERAGE SALARY AND FRINGE BENEFITS OF 9-10 MONTH INSTRUCTIONAL FACULTY
1976-77
(Ranked by Average Salary)

	Professors		Associate Professors		Assistant Professors		Instructors				Percent Fringe Benefits	Average Compensation
	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank		
UNIVERSITY OF CALIFORNIA--BERKELEY*	$29,102	4	$19,516	10	$16,280	3	$10,939	26	$24,176	1	19.8	$28,963
UNIVERSITY OF MICHIGAN--ANN ARBOR	$27,609	7	$19,786	7	$16,301	7	$12,501	15	$23,068	2	18.9	$27,428
UNIVERSITY OF CALIFORNIA--LOS ANGELES*	$28,009	5	$19,412	11	$16,210	4	$18,724	1	$23,006	3	19.9	$27,590
UNIVERSITY OF NEW YORK--BUFFALO	$30,322	2	$20,750	3	$15,349	18	$ 9,752	28	$22,752	4	21.2	$27,585
RUTGERS UNIVERSITY	$32,186	1	$22,483	1	$16,063	6	$12,143	19	$22,392	5	19.0	$26,650
UNIVERSITY OF ILLINOIS--URBANA	$27,526	8	$18,898	17	$15,710	12	$11,376	23	$22,133	6	14.0	$25,237
UNIVERSITY OF VIRGINIA	$29,817	3	$21,390	2	$15,659	13	$11,117	24	$22,080	7	12.6	$24,867
UNIVERSITY OF MASSACHUSETTS--AMHERST	$27,321	10	$20,145	6	$15,488	15	$13,416	3	$21,892	8	3.1	$22,570
UNIVERSITY OF WISCONSIN--MADISON	$25,437	17	$18,054	24	$15,921	8	$12,390	16	$21,746	9	19.6	$26,011
OHIO STATE UNIVERSITY	$27,677	6	$20,425	5	$16,867	1	$13,026	8	$21,666	10	15.1	$24,912
UNIVERSITY OF ARIZONA	$25,870	16	$19,335	12	$15,827	11	$12,180	18	$21,128	11	12.6	$23,704
UNIVERSITY OF TEXAS--AUSTIN	$27,104	11	$19,633	8	$16,090	5	$12,530	14	$20,950	12	11.1	$23,282
UNIVERSITY OF CALIFORNIA--DAVIS*	$26,243	14	$19,576	9	$15,920	9	$11,038	25	$20,928	13	20.2	$25,150
UNIVERSITY OF MINNESOTA--TWIN CITIES	$26,319	13	$18,945	19	$15,084	22	$12,629	13	$20,771	14	20.9	$25,109
MICHIGAN STATE UNIVERSITY	$24,999	20	$18,543	14	$15,375	16	$14,517	2	$20,631	15	18.5	$24,456
UNIVERSITY OF OREGON	$25,213	19	$18,977	18	$15,193	14	$13,271	5	$20,417	16	14.9	$23,449
UNIVERSITY OF COLORADO	$24,303	22	$18,727	20	$15,228	19	$12,630	12	$20,336	17	11.5	$22,750
INDIANA UNIVERSITY--BLOOMINGTON	$24,821	21	$18,405	15	$15,040	23	$13,248	6	$20,178	19	20.6	$24,327
UNIVERSITY OF CONNECTICUT--STORRS	$26,233	15	$18,489	21	$14,491	29	$12,304	17	$20,045	20	19.9	$24,035
UNIVERSITY OF KANSAS	$24,293	23	$18,329	22	$15,093	21	$11,594	20	$19,827	21	11.9	$22,194
PENNSYLVANIA STATE UNIV--UNIVERSITY PARK	$27,473	9	$20,695	4	$16,509	2	$13,110	7	$19,630	22	18.9	$23,336
COLORADO STATE UNIVERSITY	$23,759	25	$18,741	16	$15,899	10	$12,990	9	$19,344	23	12.4	$21,745
PURDUE UNIVERSITY	$26,562	12	$19,195	13	$15,366	17	$10,893	27	$19,190	24	19.3	$22,885
FLORIDA STATE UNIVERSITY	$23,502	26	$17,474	28	$14,619	27	$12,727	11	$18,953	25	13.9	$21,585
UNIVERSITY OF MISSOURI--COLUMBIA	$23,263	28	$17,597	27	$14,754	25	$13,288	4	$18,803	26	14.7	$21,566
UNIVERSITY OF FLORIDA--GAINSVILLE	$23,920	24	$17,033	30	$14,367	30	$11,415	22	$18,528	28	14.6	$21,228
UNIVERSITY OF NEBRASKA--LINCOLN	$22,733	30	$17,702	26	$14,678	26	$ 9,621	29	$18,053	29	10.1	$19,872
UNIVERSITY OF OKALHOMA--NORMAN	$22,940	29	$17,960	25	$14,498	28	$ 8,946	30	$17,670	30	11.5	$19,697
AVERAGE SALARY	$26,486		$19,168		$15,570		$12,162		$20,994		15.9	$24,337
PERCENT FACULTY IN RANK	41.5%		28.3%		28.4%		3.8%		100.0%			
UNIVERSITY OF WASHINGTON	$25,355	18	$18,265	23	$14,915	24	$11,561	21	$20,206	18	13.6	$22,954
PERCENT FACULTY IN RANK	41.0%		31.9%		25.4%		1.7%		100.0%			
PERCENT DIFFERENCE IN PARITY**									(4.6%)			
WASHINGTON STATE UNIVERSITY	$23,341	27	$17,465	29	$15,150	20	$12,885	10	$18,534	27	15.7	$21,434
PERCENT FACULTY IN RANK	33.4%		30.6%		33.4%		2.6%		100.0%			
PERCENT DIFFERENCE IN PARITY**									(9.1%)			

*1975-76 faculty increased by 1976-77 salary. No other data available.
**Parity average of University of Washington is $21,134; parity average of Washington State University is $20,226.

TABLE V

COMPREHENSIVE COLLEGES AND UNIVERSITIES
AVERAGE SALARY AND FRINGE BENEFITS OF 9-10 MONTH INSTRUCTIONAL FACULTY
1976-77
(Ranked by Average Salary)

	Professors		Associate Professors		Assistant Professors		Instructors					
	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Average Salary	Rank	Percent Fringe Benefits	Average Compensation
CALIFORNIA STATE UNIVERSITY--HAYWARD	$25,174	2	$19,153	4	$15,814	2	$13,419	7	$20,861	1	20.0	$25,040
CALIFORNIA STATE UNIVERSITY--CHICO	$24,593	5	$19,091	5	$15,661	6	$13,166	9	$20,140	2	20.2	$24,211
CALIFORNIA STATE UNIVERSITY--HUMBOLDT	$24,764	3	$18,890	9	$15,679	3	$13,905	3	$19,943	3	20.2	$23,968
CALIFORNIA POLY STATE UNIVERSITY--SAN LUIS OBISPO	$24,612	4	$18,370	7	$15,636	8	$13,608	4	$19,610	4	20.4	$23,619
YOUNGSTOWN STATE UNIVERSITY--OHIO	$24,432	6	$20,329	1	$16,773	1	$13,419	7	$19,180	5	18.8	$22,779
OAKLAND UNIVERSITY--MICHIGAN[1]	$25,420	1	$19,014	6	$15,534	11	$13,925	2	$18,929	6	23.1	$23,302
UNIVERSITY OF NEVADA--LAS VEGAS	$23,343	10	$19,184	2	$15,586	9	$15,385	1	$18,674	8	11.4	$20,807
STATE UNIVERSITY OF NEW YORK--NEW PALTZ	$22,380	14	$17,797	16	$14,770	17	$11,422	25	$18,421	9	22.5	$22,565
STATE UNIVERSITY OF NEW YORK--GENESEO	$24,315	7	$19,179	3	$13,854	28	$11,880	18	$18,004	11	22.5	$22,099
BRIDGEWATER STATE COLLEGE	$24,156	8	$18,952	8	$15,241	13	$11,483	24	$17,960	12	3.5	$18,580
TEXAS A & I UNIVERSITY	$22,563	13	$18,369	12	$15,656	7	$12,428	14	$17,808	13	10.3	$19,640
STATE UNIVERSITY OF NEW YORK--OSWEGO	$23,519	9	$17,880	15	$13,708	30	$11,031	28	$17,800	14	22.7	$21,833
UNIVERSITY OF WISCONSIN--OSHKOSH	$21,730	17	$18,139	14	$15,568	10	$13,530	6	$17,683	15	21.3	$21,456
STATE UNIVERSITY OF NEW YORK--CORTLAND	$23,168	11	$17,726	17	$14,254	21	$10,638	29	$17,656	16	22.7	$21,656
MANKATO STATE UNIVERSITY--MINNESOTA	$20,900	24	$17,670	20	$15,460	12	$12,941	11	$17,441	18	15.8	$20,188
SOUTHERN ILLINOIS UNIVERSITY--EDWARDSVILLE	$21,539	20	$17,266	24	$14,539	19	$11,778	20	$17,303	19	14.8	$19,867
UNIVERSITY OF TEXAS--EL PASO	$21,316	22	$17,686	19	$14,251	22	$11,587	22	$17,136	21	11.2	$19,047
EASTERN ILLINOIS UNIVERSITY[2]	$21,457	21	$17,485	22	$14,002	27	$10,561	30	$17,038	22	14.1	$19,445
UNIVERSITY OF NEBRASKA--OMAHA	$21,566	19	$17,309	23	$14,408	20	$13,009	10	$16,833	23	12.8	$18,993
STEPHEN F. AUSTIN STATE UNIVERSITY--TEXAS	$21,619	18	$18,637	10	$15,663	5	$12,106	16	$16,821	24	11.8	$18,811
WEST TEXAS STATE UNIVERSITY	$21,745	16	$18,511	11	$15,224	15	$12,591	12	$16,795	25	12.1	$18,833
UNIVERSITY OF WEST FLORIDA	$21,022	23	$17,214	25	$14,207	23	$11,130	26	$16,795	26	15.5	$19,403
OLD DOMINION UNIVERSITY--VIRGINIA	$22,731	12	$18,267	13	$13,480	29	$11,791	19	$16,332	27	9.4	$17,860
FLORIDA TECHNOLOGICAL UNIVERSITY--ORLANDO	$20,877	25	$17,115	26	$14,795	16	$12,376	15	$16,265	28	15.1	$18,721
CENTRAL STATE UNIVERSITY--OKLAHOMA	$19,263	30	$17,696	18	$15,241	13	$12,510	13	$16,236	29	10.8	$17,994
MADISON COLLEGE--VIRGINIA	$20,549	26	$16,991	28	$14,202	24	$11,923	17	$15,763	30	9.7	$17,293
RADFORD COLLEGE--GEORGIA	$19,060	29	$16,880	29	$14,147	26	$11,497	23	$15,474	31	8.8	$16,830
AVERAGE SALARY	$22,903		$18,313		$14,920		$12,347		$17,930		16.6	$20,902
PERCENT OF FACULTY IN RANK	27.2%		30.9%		33.6%		8.3%		100.0%			
CENTRAL WASHINGTON STATE COLLEGE	$21,779	15	$17,596	21	$15,664	4	$13,598	5	$18,396	10	12.7	$20,738
PERCENT FACULTY IN RANK	33.8%		38.0%		24.7%		3.5%		100.0%			
PERCENT DIFFERENCE IN PARITY[3]									(2.3%)			
EASTERN WASHINGTON STATE COLLEGE	$20,480	27	$17,067	27	$14,560	18	$11,040	27	$17,511	17	14.4	$20,025
PERCENT FACULTY IN RANK	33.5%		38.9%		27.3%		.3%		100.0%			
PERCENT DIFFERENCE IN PARITY[3]									(8.0%)			
THE EVERGREEN STATE COLLEGE									$18,737	7	15.4	$21,622
PERCENT DIFFERENCE IN PARITY AT FOUR RANK AVERAGE OF SURVEY INSTITUTIONS[3]									4.5%			
PERCENT DIFFERENCE IN PARITY AT RANK DISTRIBUTION OF CWSC, EWSC AND WWSC[3]									(1.1%)			
WESTERN WASHINGTON STATE COLLEGE	$20,118	28	$16,471	30	$14,150	25	$11,600	21	$17,140	20	17.3	$20,108
PERCENT FACULTY IN RANK	29.0%		54.5%		16.2%		.3%		100.0%			
PERCENT DIFFERENCE IN PARITY[3]									(11.3%)			

[1] Based on estimated 5.0 percent salary increase as advised by Michigan Board of Education. Fringe benefits same as 1975-76 percentage.

[2] Based on estimated 4.5 percent increase as advised by institution.

[3] Parity average of CWSC = $18,822; parity average of EWSC = $18,910; parity average of WWSC = $19,080. At The Evergreen State College, parity was calculated two ways: using the four rank average of the survey institutions resulted in a parity of $17,932, and using the distribution of faculty at Washington's three older state colleges resulted in a parity of $18,943.

TABLE VI

AVERAGE SALARY AND COMPENSATION OF 9-10 MONTH INSTRUCTIONAL FACULTY AT COMMUNITY COLLEGES (Ranked By Average Salary) 1976-77

Institution	State	Number of Faculty	Average Salary	Percent of Fringe Benefits	Average Compensation
Rock Valley College	IL	119	$16,526	16.5%	$19,249
Black Hawk College	IL	146	$16,488	15.9%	$19,112
Metropolitan Community College	MN	51	$16,458	16.5%	$19,169
Columbia Basin Community College	WA	88	$16,447	12.5%	$18,506
Illinois Central College	IL	194	$16,434	14.8%	$18,862
North Iowa Area Community College	IA	71	$16,426	14.5%	$18,800
Seattle Community College District	WA	329	$16,375	15.1%	$18,839
Clark College	WA	89	$16,259	12.4%	$18,272
Brookdale Community College*	NJ	76	$16,188	16.3%	$18,818
Lane Community College	OR	202	$16,180	13.0%	$18,285
Highline Community College	WA	144	$16,146	13.5%	$18,320
Harrisburg Area Community College	PA	111	$16,133	17.4%	$18,941
Mt. Hood Community College	OR	148	$16,121	17.8%	$18,993
Bucks County Community College	PA	188	$16,105	15.9%	$18,668
Gloucester County College	NJ	76	$16,036	21.4%	$19,465
Peninsula Community College	WA	39	$15,965	15.8%	$18,485
Lorain County Community College	OH	100	$15,898	19.5%	$19,005
Community College of Allegheny County	PA	291	$15,894	16.4%	$18,505
Umpqua Community College	OR	52	$15,807	17.7%	$18,610
Moraine Valley Community College	IL	146	$15,757	12.0%	$17,655
Lansing Community College	MI	34	$15,705	22.7%	$19,276
Bay de Noc Community College	MI	44	$15,667	21.2%	$18,990
Lower Columbia College	WA	63	$15,639	17.0%	$18,294
Lehigh County Community College	PA	63	$15,605	18.2%	$18,444
Skagit Valley College	WA	65	$15,600	14.3%	$17,827
Ellsworth Community College	IA	33	$15,530	16.6%	$18,115
Fort Steilacoom Community College	WA	82	$15,487	14.3%	$17,701
Wenatchee Valley College	WA	51	$15,453	14.5%	$17,704
Rhode Island Junior College	RI	269	$15,414	17.3%	$18,083
Manatee Junior College	FL	76	$15,400	17.7%	$18,120
Highland Community College	IL	17	$15,391	9.6%	$16,864
Everett/Edmonds Community College District	WA	179	$15,365	14.4%	$17,582
Flathead Valley Community College	MT	28	$15,308	7.9%	$16,522
Howard Community College	MD	31	$15,281	12.1%	$17,131
Brevard Community College	FL	199	$15,247	18.8%	$18,115
Inver Hills Community College	MN	50	$15,236	17.2%	$17,852
Lake City Community College	FL	41	$15,216	15.2%	$17,528
Spokane Community College District*	WA	306	$15,190	13.8%	$17,290
Polk Community College	FL	49	$15,163	20.4%	$18,255
Olympic Community College*	WA	95	$15,162	14.3%	$17,333
Cape Cod Community College	MA	87	$15,101	7.3%	$16,265
Linn-Benton Community College	OR	98	$15,151	18.3%	$17,922
Shoreline Community College	WA	142	$15,139	15.7%	$17,513
Southeastern Community College	IA	68	$15,029	13.0%	$16,978
Centralia/Olympia Tech Comm Col Dist.*	WA	80	$14,975	14.9%	$17,205
John A. Logan College*	IL	47	$14,954	11.2%	$16,631
Palm Beach Junior College	FL	183	$14,932	14.1%	$17,044
Wharton County Junior College	TX	77	$14,751	14.7%	$16,916
Sauk Valley College	IL	56	$14,742	14.5%	$16,886
Kishwaukee College	IL	35	$14,693	14.1%	$16,762
Tarrant County District	TX	278	$14,655	13.8%	$16,674
Pima Community College	AZ	223	$14,654	16.4%	$17,063
Hagerstown Junior College	MD	51	$14,430	14.9%	$16,581
Brazosport College	TX	65	$14,415	8.3%	$15,677
Florida Keys Community College	FL	33	$14,382	19.2%	$17,141
Lake Land College	IL	94	$14,356	14.3%	$16,406
Gogebic Community College	MI	27	$14,342	20.7%	$17,310
Cochise College	AZ	50	$14,297	16.5%	$16,654
Aims Community College	CO	79	$14,135	20.2%	$16,994
Des Moines Area Community College	IA	80	$14,083	14.2%	$16,080
Arapahoe Community College	CO	90	$14,050	15.9%	$16,230
Quinsigamond Community College	MA	100	$14,018	4.9%	$14,707
Bismarck Junior College	ND	57	$14,012	15.1%	$16,129
Trinidad State Junior College	CO	47	$13,964	14.1%	$15,932

TABLE VI
(Continued)

AVERAGE SALARY AND COMPENSATION
OF 9-10 MONTH INSTRUCTIONAL FACULTY AT
COMMUNITY COLLEGES
(Ranked By Average Salary)
1976-77

Institution	State	Number of Faculty	Average Salary	Percent of Fringe Benefits	Average Compensation
West Hills Community College	CA	49	$23,614	12.3%	$26,528
Mt. San Antonio College	CA	281	$22,049	11.6%	$24,606
West Valley College	CA	209	$21,976	13.8%	$24,998
Saddleback Community College	CA	100	$21,834	13.1%	$24,681
Chaffey College	CA	150	$21,627	12.2%	$24,262
Santa Barbara Community College	CA	154	$21,599	11.9%	$24,177
Prairie State College	IL	92	$21,472	11.3%	$23,896
Washtenaw Community College	MI	116	$21,394	16.3%	$24,802
San Jose City College	CA	144	$21,224	14.9%	$24,383
Chabot College	CA	258	$21,054	15.1%	$24,241
Chicago City College District	IL	536	$21,054	17.8%	$24,812
Riverside City College	CA	183	$20,923	15.9%	$24,242
Palomar Community College	CA	177	$20,812	12.4%	$23,390
Barstow Community College	CA	35	$20,744	13.4%	$23,516
State Center Community College District	CA	304	$20,742	11.6%	$23,142
Porterville College	CA	56	$20,649	11.0%	$22,926
Santa Rosa Junior College	CA	185	$20,607	12.5%	$23,134
Southwestern College	CA	173	$20,564	14.1%	$23,457
Montgomery Community College--Tahoma	MD	91	$20,478	14.0%	$23,336
Henry Ford Community College	MI	169	$20,137	22.4%	$24,643
Shasta College*	CA	129	$20,062	12.3%	$22,539
Yuba Community College	CA	102	$20,041	12.4%	$22,498
Victor Valley College	CA	52	$20,011	13.0%	$22,622
Grossmont College	CA	231	$19,967	13.1%	$22,605
Yosemite Junior College District*	CA	220	$19,879	13.3%	$22,533
Dallas County Community College District	TX	312	$19,639	6.7%	$20,946
Cabrillo College	CA	168	$19,577	13.7%	$22,262
Gavilan College	CA	45	$19,570	11.3%	$21,779
College of the Siskiyous	CA	49	$19,319	11.0%	$21,444
Prince George's Community College	MD	223	$19,166	7.5%	$20,601
Wayne County Community College	MI	176	$18,952	17.4%	$22,255
Triton College	IL	210	$18,783	11.1%	$20,877
Schoolcraft College	MI	141	$18,573	22.9%	$22,831
Delta College	MI	186	$18,572	19.4%	$22,175
Solano Community College*	CA	133	$18,524	12.5%	$20,832
Tacoma Community College	WA	82	$18,384	11.1%	$20,418
Antelope Valley Community College	CA	68	$18,307	14.9%	$21,041
William Rainey Harper College	IL	176	$18,253	15.6%	$21,097
Metropolitan Community College District	MO	227	$18,232	12.7%	$20,545
Grays Harbor College	WA	41	$18,139	12.6%	$20,433
Cuyahoga Comm College--Western Campus	OH	137	$18,082	18.0%	$21,337
Muskegon Community College	MI	113	$17,683	20.7%	$21,590
St. Clair County Community College	MI	86	$17,565	19.1%	$20,913
Bergen Community College	NJ	212	$17,561	22.0%	$21,430
Alpena Community College	MI	53	$17,517	20.0%	$21,020
Green River Community College	WA	108	$17,450	14.3%	$19,938
Monroe County Community College	MI	44	$17,437	23.1%	$21,460
Bellevue Community College	WA	85	$17,333	14.9%	$19,916
Yakima Valley Community College	WA	105	$17,304	12.9%	$19,534
Community College of Philadelphia	PA	267	$17,292	20.8%	$20,885
Maricopa Technical Community College	AZ	62	$17,289	14.5%	$19,793
Elgin Community College	IL	88	$17,034	14.5%	$19,497
Illinois Valley Community College	IL	81	$17,022	14.0%	$19,402
Blue Mountain Community College	OR	64	$16,988	22.1%	$20,748
Rochester Community College	MN	87	$16,976	16.3%	$19,739
Belleville Area College*	IL	133	$16,944	11.0%	$18,800
Butler County Community College	PA	39	$16,895	13.2%	$19,132
Big Bend Community College	WA	45	$16,769	13.9%	$19,095
Anoka-Ramsey Community College	MN	72	$16,655	16.5%	$19,405
Catonsville Community College	MD	204	$16,647	11.4%	$18,543
North Hennepin Community College	MN	73	$16,589	16.5%	$19,324
Portland Community College	OR	267	$16,558	17.8%	$19,509

TABLE VI
(Continued)

AVERAGE SALARY AND COMPENSATION
OF 9-10 MONTH INSTRUCTIONAL FACULTY AT
COMMUNITY COLLEGES
(Ranked By Average Salary)
1976-77

Institution	State	Number of Faculty	Average Salary	Percent of Fringe Benefits	Average Compensation
Otero Junior College	CO	50	$13,875	14.3%	$15,853
Holyoke Community College*	MA	126	$13,803	5.5%	$14,559
Charles County Community College	MD	29	$13,802	5.9%	$14,615
Walla Walla Community College	WA	50	$13,798	14.8%	$15,837
Garden City Community College	KS	63	$13,786	16.5%	$16,067
Bee County College	TX	50	$13,635	8.4%	$14,776
Cowley County Community Junior College	KS	33	$13,478	16.1%	$15,648
El Paso Community College	CO	142	$13,409	14.1%	$15,293
Southern Maine Voc-Tech Institute	ME	63	$13,366	12.8%	$15,082
Western Texas College	TX	39	$13,325	7.4%	$14,306
Navarro College	TX	26	$13,134	8.5%	$14,314
Northern Oklahoma College	OK	49	$13,091	8.4%	$14,196
Central Technical Community College Area	NB	123	$13,052	16.4%	$15,193
Tulsa Junior College	OK	105	$13,000	10.3%	$14,336
Whatcom Community College	WA	14	$12,986	15.4%	$14,981
Kankakee Community College	IL	38	$12,955	14.3%	$14,804
State Community College	IL	74	$12,917	15.2%	$14,875
McLennan Community College	TX	88	$12,852	14.0%	$14,655
Treasure Valley Community College	OR	47	$12,849	17.9%	$15,155
Kirkwood Community College	IA	16	$12,343	11.1%	$14,276
East Central Junior College	MO	34	$12,737	12.7%	$12,883
Amarillo College	TX	117	$12,559	14.0%	$14,314
College of Southern Idaho	ID	63	$12,148	17.7%	$14,297
Iowa Western Community College	IA	99	$12,104	15.1%	$13,935
Vincennes University	IN	137	$11,725	19.0%	$13,949
Three Rivers Community College	MO	27	$11,139	10.8%	$12,392
Crowder College	MO	37	$10,266	9.3%	$11,218
		14,896	$17,413	14.7%	$19,981

*1976-77 salaries under negotiation.

131 institutions or districts without Washington.

TABLE VII

1976-77 AVERAGE SALARY
OF 9-10 MONTH INSTRUCTIONAL FACULTY AT COMMUNITY COLLEGES
(Ranked by State Averages)

	Faculty	Dollars	Average Salary
California	3,657	$ 75,785,845	$20,724
Michigan	1,189	$ 22,131,207	$18,613
Illinois	2,282	$ 40,513,552	$17,754
Maryland	629	$ 11,143,379	$17,716
Ohio	237	$ 4,067,067	$17,161
New Jersey	364	$ 6,171,944	$16,956
Minnesota	333	$ 5,488,396	$16,482
Pennsylvania	959	$ 15,702,534	$16,374
Oregon	878	$ 14,073,195	$16,029
Washington	2,282	$ 36,526,032	$16,006
Texas	1,049	$ 16,374,974	$15,610
Rhode Island	269	$ 4,146,377	$15,414
Montana	28	$ 428,630	$15,308
Florida	581	$ 8,778,452	$15,109
Arizona	335	$ 5,054,744	$15,089
Iowa	367	$ 5,231,284	$14,254
Massachusetts	313	$ 4,459,912	$14,249
North Dakota	57	$ 798,675	$14,012
Colorado	408	$ 5,635,325	$13,812
Kansas	96	$ 1,313,306	$13,680
Maine	63	$ 842,048	$13,366
Nebraska*	123	$ 1,605,360	$13,052
Oklahoma	154	$ 2,006,449	$13,029
Missouri	325	$ 5,253,680	$12,659
Idaho	63	$ 765,320	$12,148
Indiana	137	$ 1,606,296	$11,725
Total**	14,896	$259,377,951	$17,413

*Negotiated 200 day contract for 1976-77.
**Totals do not include Washington.

Not reported: Virginia and Wyoming

The Question of Salary Differences

There has been a general acceptance of differences in salary levels between major universities, state colleges and community colleges in both Washington and in other states. There are also differences, however, in both average salaries and comparison positions between the two universities and among the state colleges. (As Table VI indicates, there are also differences among community colleges but in view of the location of these institutions within the community college system and the local focus of negotiations, those differences will not be covered by this discussion.)

Salary differences are caused by a variety of factors. Different hiring policies and promotion patterns can result in variations in salary averages. Enrollment growth at one institution (resulting in new appointments) contrasted with decline at another school (with consequent reductions in force) can cause differences. While these are operational differences, there is also the result of the legislature providing the same percentage increase for groups of institutions as has been the case in Washington since 1970. This has the effect of widening dollar differences among institutions.

While the Council's priority recommendation is restoration of 1973-74 real salary levels, it is aware that differences existed in salary averages and comparison positions in that year and continue to exist. One approach to address this problem would be to bring each institution to the same percentage relationship to either of the salary surveys using the weighted comparison approach. This method of comparison results in different salary averages for each Washington institution in the respective survey groups. This is due to the fact that an average salary is determined for each faculty rank, e.g., all associate professors in the seven state colleges and

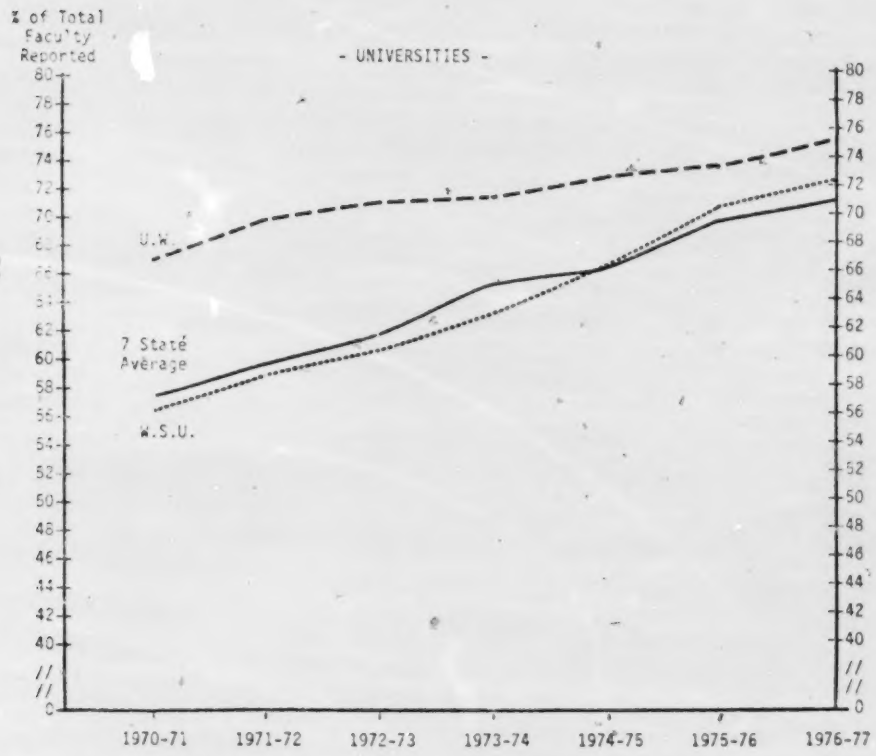
then applied to the number of associate professors (for example) at Eastern Washington State College. To the extent that the mix of faculty by rank differs from the mix of faculty by rank in the seven states, the average will vary from the actual overall average of the seven state survey group.

When there is relative stability in the proportion of faculty in each rank, this approach raises few questions. Charts II and III indicate, however, that the proportion of faculty at the top two ranks (associate professor and professor) has increased dramatically in the state colleges and substantially at Washington State University in recent years. While in the latter case the increase has paralleled the seven state pattern, the state colleges, however, now compute averages based on a much greater proportion of the highest paid ranks. This has the effect of the "weighted" average salaries ranging from $647 to $965 higher than the actual seven state average in the case of the three older state colleges. The comparisons below indicate the differences for each institution in 1976-77.

	All Rank Average Salary	Seven State "Weighted" Average	Percent Below "Weighted Average	Seven State All Ranks Average	Percent Below All Ranks Average
UW	$19,945	$21,324	6.9%	$21,567	8.1%
WSC	$18,987	$20,951	10.3%	$21,567	13.6%
CWSC	$18,345	$19,182	4.6%	$18,535	1.0%
EWSC	$17,470	$19,246	10.2%	$18,535	6.0%
TESC	$18,737	$18,535	(1.1%)	$18,535	(1.1%)
WWSC	$17,278	$19,500	12.9%	$18,535	7.2%

CHART II

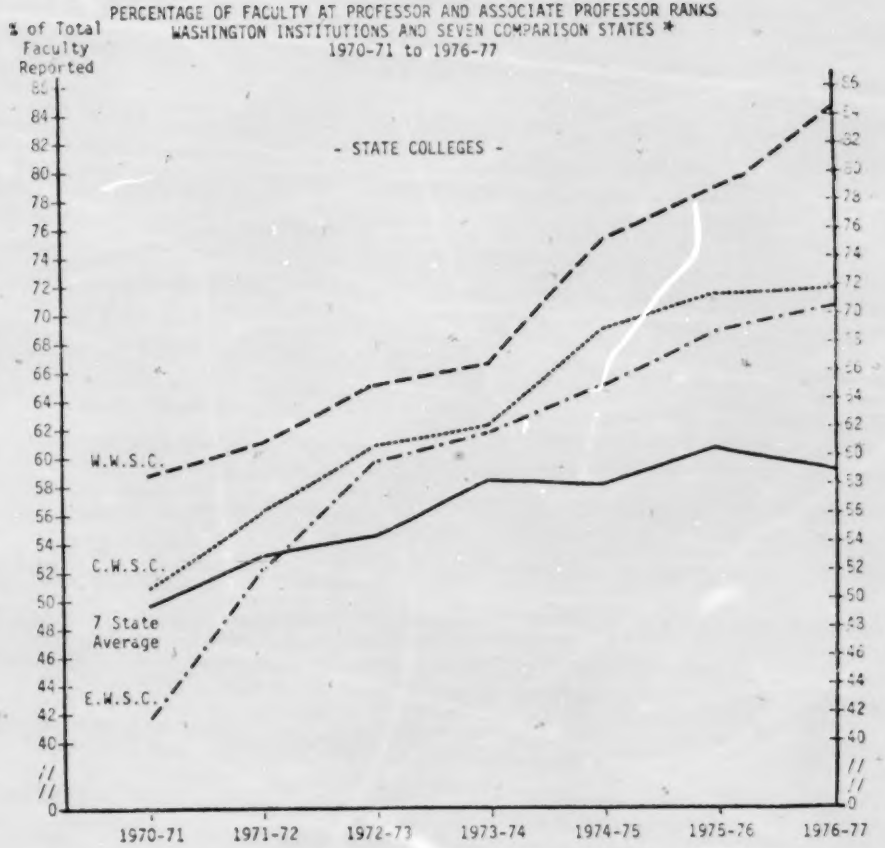
PERCENTAGE OF FACULTY AT PROFESSOR AND ASSOCIATE PROFESSOR RANKS
WASHINGTON INSTITUTIONS AND SEVEN COMPARISON STATES *
1970-71 to 1976-77



Source: Office of the Council of State College and University Presidents

CHART III

PERCENTAGE OF FACULTY AT PROFESSOR AND ASSOCIATE PROFESSOR RANKS
WASHINGTON INSTITUTIONS AND SEVEN COMPARISON STATES *
1970-71 to 1976-77



Source: Office of the Council of State College and University Presidents

*1976-77 partial and preliminary seven state data.

As the preceding calculations indicate, the position of The Evergreen State College is unchanged in either approach. This is due to Evergreen's policy of not using faculty ranks. If, however, Evergreen were assumed to have the same distribution of faculty as the three older state colleges, their position would change from 1.1 percent over the average to 3.1 percent below the average. It would appear appropriate to compare all institutions on the same basis and if the weighted approach is to be continued, that Evergreen be similarly treated.

In view of the substantial differences which exist between the rank-by-rank distribution of faculty in Washington and in institutions selected for comparisons, the Council is unwilling to suggest that differences be reconciled solely through the comparison approach. Rather, it urges that both differences in faculty composition and other relevant factors such as education and training be considered in future steps toward elimination of differences.

Other Comparisons

The tables which appear on pages 26 through 29 have been derived from the 1975-76 survey of faculty compensation conducted by the American Association of University Professors. Information for a sufficient number of community colleges was not available to produce a national comparison.

Tables VIII and IX contain a ranking of faculty compensation (salaries plus fringe benefits) for each type of institution. It should be understood that the data reflect an all-rank average for each state by category of public institution and are not weighted by the mix of faculty ranks in Washington institutions. In other words, they reflect the amount expended for all faculty in each category in each state. In terms of

total average compensation, in 1975-76 Washington universities ranked 9th and state colleges ranked 10th.

Table X ranks all public and private universities by average compensation. Derived average salary data are also shown. The figures for Washington institutions differ somewhat from the averages for nine month faculty shown on Table I since the AAUP allows 11 and 12 month faculty to be factored into the reported data. Since this procedure would affect all institutions, no adjustment has been made to the Washington information.

Table X shows that the University of Washington ranked 45th of 165 universities and Washington State University ranked 93rd.

Although the Council's recommendation is based on a restoration of constant dollar salary levels, it is our intention that this report provide as comprehensive a picture as possible regarding faculty salary comparisons. We hope that it will be of assistance to decision-makers in addressing the important question of salary policy.

TABLE VIII

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1975-76

PUBLIC UNIVERSITIES
(CATEGORY I)

RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK	RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK
1	New York	$26,439	2	25	North Carolina	$20,328	19
2	California	$26,290	1	26	Vermont	$20,254	41
3	Michigan	$24,304	4	27	Colorado	$20,094	26
4	Hawaii	$23,891	5	28	Virginia	$20,034	20
5	Wisconsin	$23,528	8	29	Kansas	$19,950	28
6	Minnesota	$23,365	9	30	New Mexico	$19,910	35
7	New Jersey	$23,091	7	31	Louisiana	$19,725	32
8	Massachusetts	$22,392	3	32	Arkansas	$19,658	29
9	Washington	$22,022	10	33	Wyoming	$19,639	27
10	Indiana	$21,786	15	34	New Hampshire	$19,535	37
11	Connecticut	$21,721	6	35	Alabama	$19,100	38
12	Utah	$21,601	22	36	Nebraska	$19,090	40
National Average		$21,260		37	Oklahoma	$19,021	39
13	Pennsylvania	$21,258	14	38	West Virginia	$18,905	42
14	Oregon	$21,251	17	39	Georgia	$18,649	34
15	Iowa	$21,246	24	40	Missouri	$18,647	33
16	Arizona	$21,173	13	41	Florida	$18,573	31
17	Illinois	$21,123	16	42	South Carolina	$18,505	36
18	Ohio	$21,099	21	43	North Dakota	$18,293	43
19	Maryland	$21,088	12	44	Montana	$18,277	45
20	Texas	$21,045	11	45	Idaho	$18,221	47
21	Rhode Island	$20,844	25	46	Tennessee	$18,052	44
22	Nevada	$20,522	18	47	South Dakota	$17,318	48
23	Kentucky	$20,521	30	48	Maine	$17,205	49
24	Delaware	$20,386	23	49	Mississippi	$17,129	46

Not Reported: Alaska

TABLE IX

RANKING OF STATES WITH INSTITUTIONS
REPORTING DATA TO AAUP 1975-76

PUBLIC FOUR-YEAR COLLEGES
(CATEGORY IIA)

RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK	RANK	STATE	AVERAGE COMP.	AVERAGE SALARY RANK
1	New York	$24,897	1	22	Florida	$17,338	15
2	California	$22,908	2	23	Idaho	$17,249	29
3	Pennsylvania	$22,325	3	24	Kansas	$17,144	23
4	Michigan	$20,983	8	25	West Virginia	$17,119	27
5	Wisconsin	$20,542	10	26	Montana	$16,927	28
6	New Jersey	$20,265	5	27	Maine	$16,905	32
National Average		$19,933		28	New Hampshire	$16,790	33
7	Oregon	$19,767	7	29	North Dakota	$16,788	31
8	Ohio	$19,693	11	30	Virginia	$16,723	22
9	Nevada	$19,532	6	31	North Carolina	$16,660	35
10	Washington	$19,466	12	32	Nebraska	$16,605	36
11	Indiana	$19,194	18	33	Arkansas	$16,518	39
12	Illinois	$19,040	13	34	Tennessee	$16,411	33
13	Maryland	$19,024	9	35	South Carolina	$16,393	24
14	Iowa	$18,762	17	36	South Dakota	$16,368	38
15	Massachusetts	$18,368	4	37	Alabama	$16,228	40
16	Rhode Island	$18,336	19	38	Mississippi	$16,071	25
17	Texas	$18,116	16	39	Oklahoma	$16,070	30
18	Connecticut	$17,677	14	40	Missouri	$15,749	37
19	New Mexico	$17,525	21	41	Louisiana	$15,088	41
20	Colorado	$17,436	20	42	Georgia	$14,452	42
21	Kentucky	$17,343	26				

Not Reported: Alaska, Arizona, Delaware, Hawaii, Minnesota, Utah, Vermont and Wyoming.

TABLE X

1975-76 RANKING OF UNIVERSITIES BY AVERAGE COMPENSATION

RANK	NAME	SAL	COMP
1	CALIFORNIA INST OF TECHNOLOGY	23936	29004
2	HARVARD UNIVERSITY	24185	28759
3	JOHNS HOPKINS U-ADV INTNL STUD	24899	28700
4	AIR FORCE INST OF TECHNOLOGY	25838	28145
5	STANFORD UNIVERSITY	23237	27481
6	COLUMBIA UNIV-TEACHERS COLLEGE	23114	27303
7	SUNY AT STONY BROOK	22723	27184
8	MASSACHUSETTS INST OF TECH	22583	27077
9	COLUMBIA UNIVERSITY	22557	27056
10	SUNY AT BUFFALO	22454	26853
11	UNIVERSITY OF CHICAGO	22391	26762
12	JOHNS HOPKINS U-ARTS AND SCIS	22602	26628
13	CORNELL UNIVERSITY-STATUTORY	21248	26540
14	UNIV OF CALIFORNIA ENTIRE	22407	26290
15	UNIV OF MICHIGAN-MAIN CAMPUS	22283	26220
16	SUNY AT BINGHAMTON	21730	25939
17	NEW YORK UNIVERSITY	22652	26032
18	SUNY AT ALBANY	21617	25911
19	NEW SCHOOL FOR SOCIAL RESEARCH	21819	25679
20	CLAREMONT GRADUATE SCHOOL	21921	25961
21	CORNELL UNIVERSITY-ENDOWED	21276	25211
22	UNIVERSITY OF PENNSYLVANIA	21862	25203
23	YALE UNIVERSITY	21923	25027
24	DUKE UNIVERSITY	21108	24795
25	NORTHWESTERN UNIVERSITY	21453	24768
26	PRINCETON UNIVERSITY	20971	24403
27	UNIV OF WISC-MADISON	20330	24220
28	BROWN UNIVERSITY	20375	24173
29	UNIV OF HAWAII-MAIN CAMPUS	20426	23891
30	MICHIGAN STATE UNIVERSITY	20281	23807
31	UNIVERSITY OF ROCHESTER	20172	23757
32	GEORGE WASHINGTON UNIVERSITY	20539	23733
33	BRANDEIS UNIVERSITY	20586	23625
34	INDIANA UNIV-BLOOMINGTON	19552	23476
35	UNIVERSITY OF VIRGINIA	20913	23470
36	SUNY COLL ENV SCI & FORESTRY	19370	23393
37	UNIV PENN-ENTIRE SYSTEM	19545	23365
38	OHIO ST UNIV-MAIN CAMPUS	20558	23237
39	RENSSELAER POLYTECHNIC INST	20232	23193
40	RUTGERS UNIVERSITY	19930	23159
41	POLYTECHNIC INST OF NEW YORK	19958	22962
42	PURDUE UNIV-WEST LAFAYETTE	19270	22918
43	UNIV OF ILL/URBANA-CHAMPAIGN	20049	22819
44	VANDERBILT UNIVERSITY	19430	22779
45	UNIVERSITY OF WASHINGTON	19914	22589
46	CARNEGIE-MELLON UNIVERSITY	19717	22522
47	WASHINGTON UNIVERSITY	19396	22501
48	UNIVERSITY OF SO CALIFORNIA	19490	22450
49	UNIVERSITY OF UTAH	18907	22408
50	UNIVERSITY OF MASS AT AMHERST	21713	22392
51	UNIV OF TEXAS AT AUSTIN	20113	22342
52	WAYNE STATE UNIVERSITY	19393	22296
53	DARTMOUTH COLLEGE	19423	22182
54	UNIV OF COLORADO-BOULDER	19835	22177
55	UNIV OF WISC-MILWAUKEE	18506	22172
56	U OF N C AT CHAPEL HILL	20037	22158
57	UNIVERSITY OF IOWA	18935	22110
58	RICE UNIVERSITY	19651	22103
59	SYRACUSE UNIVERSITY	19183	22100

TABLE X

(Continued)

RANK	NAME	SAT	COMP
60	UNIVERSITY OF PITTSBURGH	19622	22092
61	TEMPLE UNIVERSITY	19347	22056
62	STEVENS INST OF TECHNOLOGY	19192	22011
63	UNIVERSITY OF ARIZONA	19280	21738
64	COLORADO SCHOOL OF MINES	19319	21721
65	UNIVERSITY OF CONNECTICUT	20111	21721
66	CLARK UNIVERSITY	18517	21671
67	UNIVERSITY OF OREGON	18762	21575
68	GEORGETOWN UNIVERSITY	18244	21574
69	AMERICAN UNIVERSITY	18416	21484
70	TEMPLE UNIVERSITY	18477	21465
71	FORDHAM UNIVERSITY	18621	21197
72	ILLINOIS INST OF TECHNOLOGY	18498	21182
73	ROCKEFELLER UNIVERSITY	17559	21103
74	TUFTS UNIVERSITY	17990	21092
75	UNIVERSITY OF MARYLAND	18784	21089
76	UNIVERSITY OF TOLEDO	17640	21019
77	TEXAS A&M UNIVERSITY	18789	21006
78	UNIVERSITY OF AKRON	17556	20933
79	OREGON STATE UNIVERSITY	18068	20911
80	BOSTON COLLEGE	18185	20908
81	UNIVERSITY OF RHODE ISLAND	18070	20844
82	PENNSYLVANIA STATE UNIVERSITY	18284	20763
83	UNIV OF ILL/CHICAGO CIRCLE	18199	20748
84	BRYN MAWR COLLEGE	17556	20742
85	ARIZONA STATE UNIVERSITY	18243	20736
86	EMORY UNIVERSITY	18407	20727
87	HOWARD UNIVERSITY	13039	20723
88	UNIVERSITY OF KANSAS	18550	20721
89	CASE WESTERN RESERVE UNIV	18129	20695
90	UNIVERSITY OF HOUSTON	18617	20694
91	NORTHERN ILLINOIS UNIVERSITY	18075	20630
92	UNIVERSITY OF LOUISVILLE	17615	20611
93	WASHINGTON STATE UNIVERSITY	18118	20601
94	UNIVERSITY OF NOTRE DAME	17820	20559
95	UNIVERSITY OF NEVADA-RENO	18379	20522
96	UNIV KENTUCKY-MAIN CAMPUS	17849	20483
97	BOWLING GREEN STATE UNIVERSITY	17322	20472
98	IOWA STATE UNIV OF SCI & TECH	17487	20463
99	ADELPHI UNIVERSITY	18235	20403
100	UNIVERSITY OF DELAWARE	18198	20386
101	UTAH STATE UNIVERSITY	17086	20302
102	UNIVERSITY OF ALABAMA	18059	20261
103	UNIVERSITY OF VERMONT	16725	20254
104	NORTH TEXAS STATE UNIVERSITY	18187	20230
105	TULANE UNIVERSITY	17311	20211
106	UNIVERSITY OF NEW MEXICO	17739	20180
107	MIAMI UNIV-OXFORD CAMPUS	17017	19837
108	SO ILLINOIS U-CARBONDALE	17353	19818
109	LOUISIANA ST UNIV-BATON ROUGE	17596	19725
110	INDIANA ST U-MAIN CAMPUS	17128	19487
111	UNIV OF ARKANSAS MAIN CAMPUS	17201	19659
112	UNIV OF WYOMING	17542	19632
113	UNIVERSITY OF NEW HAMPSHIRE	17469	19536
114	SOUTHERN METHODIST UNIVERSITY	17449	19531
115	MARQUETTE UNIV.	17241	19490
116	COLORADO STATE UNIVERSITY	17298	19476
117	OHIO UNIV-MAIN CAMPUS	16980	19441
118	NEW MEXICO STATE UNIVERSITY	17033	19423

TABLE X
(Continued)

RANK	NAME	SAT	COMP
119	TEXAS WOMANS UNIVERSITY	17221	19420
120	KENT STATE UNIVERSITY	16577	19250
121	GEORGIA INST OF TECHNOLOGY	18098	19230
122	UNIV OF COLORADO-DENVER	17275	19275
123	VIRGINIA POLYTECHNIC INSTITUTE	17795	19275
124	NORTH CAROLINA ST UNIV-RALEIGH	17245	19210
125	UNIVERSITY OF DETROIT	17111	19205
126	ILLINOIS STATE UNIVERSITY	16791	19202
127	EAST TEXAS STATE UNIVERSITY	17229	19195
128	UNIV OF ALABAMA-BIRMINGHAM	16959	19188
129	UNIVERSITY OF IDAHO	16786	19152
130	UNIVERSITY OF NEBRASKA-LINCOLN	17029	19090
131	UNIVERSITY OF OKLAHOMA	17264	19085
132	KANSAS STATE UNIVERSITY	16955	19071
133	OKLAHOMA STATE UNIVERSITY	17342	18963
134	CLEMSON UNIVERSITY	17884	18954
135	UNIV OF TENNESSEE-KNOXVILLE	17018	18923
136	LOYOLA UNIVERSITY OF CHICAGO	16653	18915
137	UNIVERSITY OF DENVER	17176	18909
138	UNIV OF COLORADO-COLO SPGS	16907	18908
139	BALL STATE UNIVERSITY	17237	18908
140	WEST VIRGINIA UNIVERSITY	16597	18905
141	UNIVERSITY OF GEORGIA	17723	18890
142	COLLEGE OF WILLIAM AND MARY	17396	18829
143	UNIVERSITY OF MISSOURI	17586	18647
144	UNIVERSITY OF FLORIDA	17670	18598
145	FLORIDA STATE UNIVERSITY	17669	18522
146	NORTH DAKOTA STATE UNIVERSITY	16582	18373
147	MONTANA STATE UNIVERSITY	16346	18342
148	AUBURN UNIVERSITY	17041	18293
149	VIRGINIA COMMONWEALTH UNIV	16609	18258
150	UNIVERSITY OF NORTH DAKOTA	16328	18234
151	UNIVERSITY OF MONTANA	16234	18223
152	UNIVERSITY OF SOUTH CAROLINA	17222	18221
153	SAINT LOUIS UNIVERSITY	16607	18010
154	UNIV OF N C AT GREENSBORO	16075	18002
155	CATHOLIC UNIVERSITY OF AMERICA	16255	17654
156	UNIVERSITY OF TULSA	15771	17585
157	GEORGIA STATE UNIVERSITY	16645	17699
158	TEXAS CHRISTIAN UNIVERSITY	15173	17626
159	UNIV OF S DAK-MAIN CAMPUS	15291	17318
160	MISSISSIPPI STATE UNIVERSITY	16243	17259
161	UNIV OF MAINE-ORONO	15013	17205
162	UNIV OF NORTHERN COLORADO	15243	17154
163	IDAHO STATE UNIVERSITY	14729	16980
164	UNIVERSITY OF MISSISSIPPI	15944	16916
165	MEMPHIS STATE UNIVERSITY	15299	16541

CHART IV

COMPARISON OF WEIGHTED FACULTY SALARY AVERAGES
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1975-76

-Universities and State Colleges-

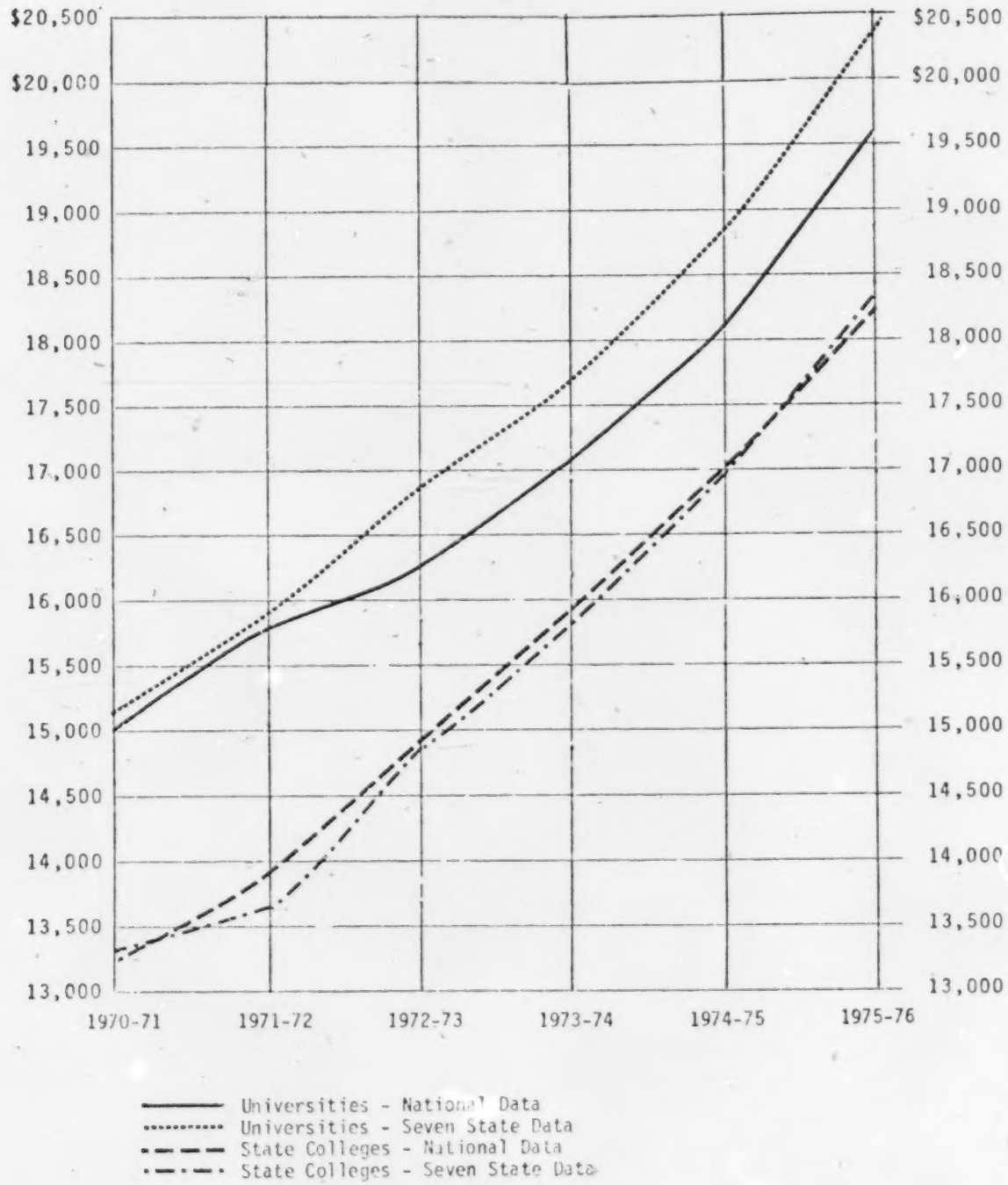


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CHART V

WEIGHTED FACULTY SALARY AVERAGES
PERCENTAGE DIFFERENCES BETWEEN
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1975-76

-Universities and State Colleges-

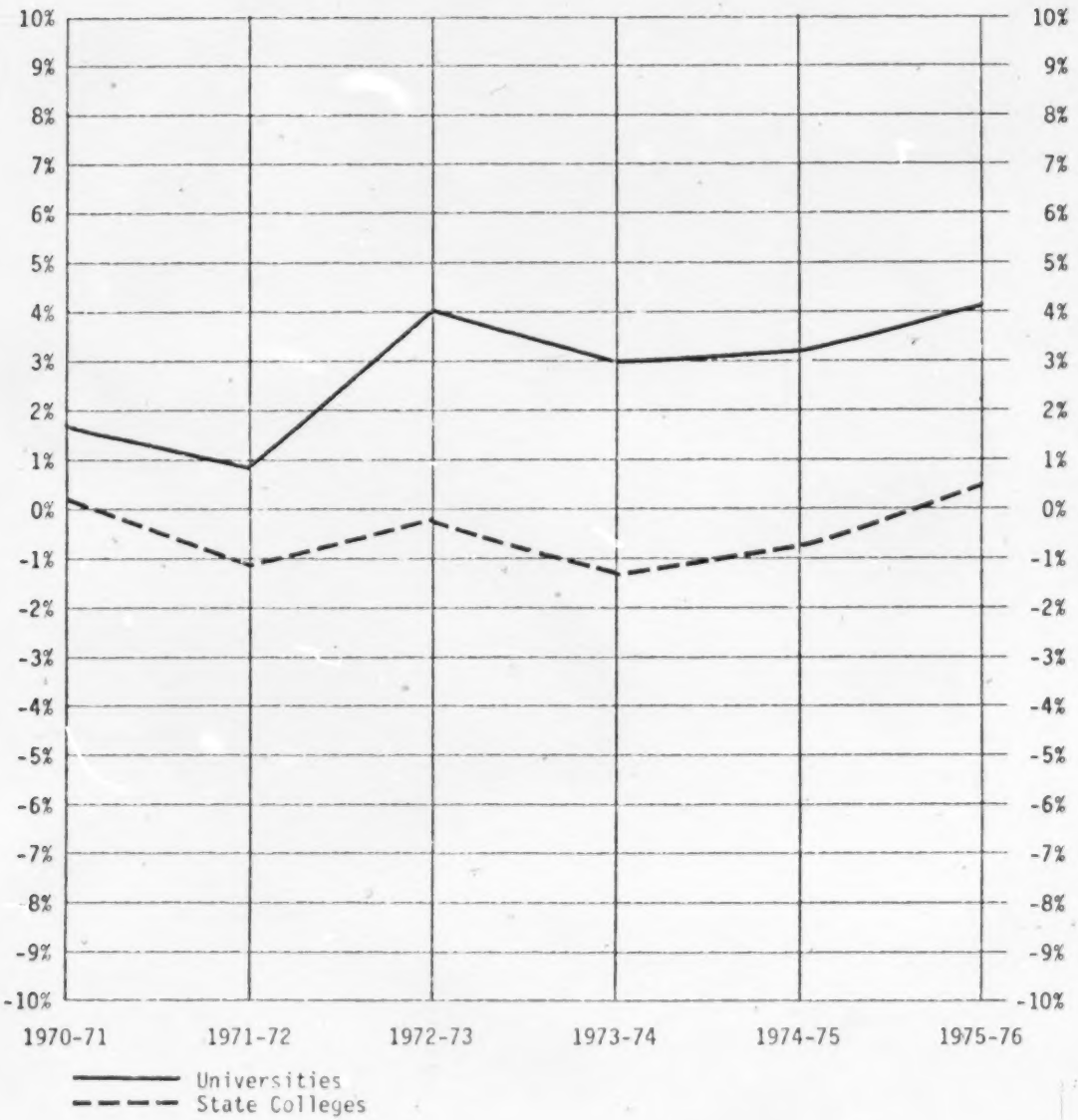

TABLE XI

COMPARISON OF NINE MONTHS FACULTY SALARIES BY RANK
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1975-76

- Universities -

	All Public Universities*	Universities	Difference
1970-71			
Professor	$19,150	$20,140	+$ 990
Associate Professor	14,350	14,262	- 88
Assistant Professor	11,760	11,617	- 143
Instructor	8,970	9,213	+ 243
1971-72			
Professor	$19,820	$20,666	+$ 846
Associate Professor	14,870	14,577	- 293
Assistant Professor	12,190	11,921	- 269
Instructor	9,430	9,687	+ 257
1972-73			
Professor	$20,470	$21,934	+$1,464
Associate Professor	15,290	15,550	+ 260
Assistant Professor	12,580	12,729	+ 149
Instructor	9,730	10,286	+ 556
1973-74			
Professor	$21,581	$22,871	+$1,290
Associate Professor	16,066	16,166	+ 100
Assistant Professor	13,201	13,284	+ 83
Instructor	10,154	10,648	+ 494
1974-75			
Professor	$22,737	$24,062	+$1,325
Associate Professor	16,938	17,008	+ 70
Assistant Professor	13,865	14,030	+ 165
Instructor	10,800	11,179	+ 379
1975-76			
Professor	$24,232	$25,821	+$1,589
Associate Professor	18,064	18,283	+ 219
Assistant Professor	14,719	15,034	+ 315
Instructor	11,536	12,214	+ 678

*Public institutions which offer the doctorate degree, and which conferred in the most recent three years an annual average of fifteen or more earned doctorates covering a minimum of three nonrelated disciplines.

Sources: American Association of University Professors: Bulletins, 1971 through 1976. Seven State Salary Studies, 1970-71 through 1976-77; Office of Interinstitutional Business Studies, and Office of the State College and University Presidents.

TABLE XII

COMPARISON OF NINE MONTH FACULTY SALARIES BY RANK
NATIONAL DATA AND INSTITUTIONS IN SEVEN COMPARISON STATES
1970-71 through 1975-76

- State Colleges -

	All State Colleges*	Colleges in Seven States	Difference
1970-71			
Professor	$17,420	$17,782	+$362
Associate Professor	13,830	13,806	- 24
Assistant Professor	11,440	11,367	- 73
Instructor	9,220	9,200	- 20
1971-72			
Professor	$17,850	$17,986	+$136
Associate Professor	14,140	13,909	- 231
Assistant Professor	11,800	11,543	- 257
Instructor	9,540	9,442	- 98
1972-73			
Professor	$18,980	$19,199	+$219
Associate Professor	15,000	14,866	- 134
Assistant Professor	12,470	12,370	- 100
Instructor	10,130	9,932	- 198
1973-74			
Professor	$20,450	$20,346	-$104
Associate Professor	15,960	15,740	- 220
Assistant Professor	13,120	12,863	- 257
Instructor	10,700	10,213	- 487
1974-75			
Professor	$21,281	$21,437	-$156
Associate Professor	16,839	16,577	- 262
Assistant Professor	13,902	13,517	- 385
Instructor	11,369	10,552	- 817
1975-76			
Professor	$22,592	$22,845	+$253
Associate Professor	17,778	17,730	- 48
Assistant Professor	14,617	14,558	- 59
Instructor	11,928	11,681	- 247

*Public institutions awarding degrees above the baccalaureate but not included in University category.

Sources: American Association of University Professors: Bulletins, 1971 through 1976. Seven State Salary Studies, 1970-71 through 1976-77; Office of Interinstitutional Business Studies, and Office of the Council of State College and University Presidents.